

IN THE CIRCUIT COURT OF COLE COUNTY, MISSOURI

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|-----------------------|---|------------------------|
| KAREN D. RAY, |) | |
| |) | |
| Plaintiff, |) | |
| |) | Case No.: 14AC-CC00384 |
| v. |) | |
| |) | |
| JEFFERSON CITY SCHOOL |) | |
| DISTRICT, |) | |
| |) | |
| Defendant. |) | |

JUDGMENT

On May 9, 2016, this matter came before the Court for jury trial. Plaintiff and defendant appeared in person, and through their attorneys. The jury was seated and plaintiff began presentation of evidence. Plaintiff rested and defendant moved for directed verdict at the close of plaintiff's evidence. Said motion was denied. Defendant began presentation of evidence on May 13, 2016. Defendant rested and its Motion For Directed Verdict at the close of all evidence was presented and denied. Plaintiff offered rebuttal, and the parties rested. The case was submitted to the jury upon the evidence, the instructions of the court, and the arguments of counsel. Punitive damages were bifurcated as provided under RsMo. §510.263.

On May 17, 2016 the jury returned its verdicts as follows:

- On the claim of plaintiff Karen Ray for Hostile Work Environment under the Missouri Human Rights Act, the jury found for the plaintiff and assessed actual damages against defendant in the amount of \$12,000.
- On the claim of Karen Ray for Constructive Discharge, the jury rendered a corrected verdict, accepted by the court, which found for the plaintiff and assessed actual damages against defendant in the amount of \$12,000. The jury further found that the defendant "is" liable for punitive damages.
- In the second stage of the bifurcated proceedings on punitive damages, the jury was further instructed, counsel presented argument and the jury returned with a verdict for punitive damages in favor of plaintiff and against the defendant in the amount of \$225,000.

- The jury was polled, and the court accepted the jury's verdicts.
- The jury was discharged on the evening of May 17, 2016.

JUDGMENT IS HEREBY ENTERED AS FOLLOWS:


- Judgment is entered in favor of plaintiff Karen Ray and against Jefferson City School District in the amount of \$24,000 for actual damages, and \$225,000 for punitive damages. Costs will be assessed in plaintiff's favor and against defendant. Pursuant to RsMo. §408.040, the rate of post-judgment interest shall be set at 5.50%.

THE COURT FURTHER ORDERS:

- That the parties will file post-trial motions, if any, within the time permitted by law. Specifically, plaintiff is entitled to file a motion for further Equitable Relief in the form of a request for statutory attorneys' fees, statutory costs and other expenses, for future damages in the form of front pay, and for such other equitable relief as plaintiff deems necessary.

IT IS SO ORDERED, ADJUDGED AND DECREED.

6.16.16
Date


The Honorable Patricia S. Joyce